



UNIVERSITY
of MARYLAND
SCHOOL OF MEDICINE

Fund for

Women in Medicine and Science

Roberta Hip Studies
Rasheeda

Glasses



Change needs to be a part of our DNA.

It's time.

Time to be a catalyst for change. Time to foster a transformation in the role of women in medicine and science. And, time to stand up for an inclusive environment that promotes the professional growth and development of women.

IT'S OUR TIME. IT'S YOUR TIME.

SUPPORT THE FUND FOR Women in Medicine and Science

GIVE NOW:
MEDSCHOOL.UMARYLAND.EDU/WIMSGIFT

THESE Women in Medicine and Science are leading by example.

OUR MISSION: TO REPLICATE THEM,
AGAIN, AND AGAIN, AND AGAIN.

Our Commitment to All

2019 | The University of Maryland School of Medicine (UMSOM) Culture Transformation Initiative was launched to ensure a safe, respectful, and inclusive work environment for everyone. As a key part of this initiative, UMSOM Women in Medicine and Science (WIMS) was created to ensure and advance the full and successful participation and inclusion of women within academic medicine at School of Medicine by addressing gender equity, recruitment and retention, awards and recognition, and career advancement. While all women faculty at UMSOM are automatically members of WIMS, we also welcome the support of those of any gender, as well as alumni, foundations, and independent donors who want to contribute to the mission of the UMSOM-WIMS organization.



Margaret M. McCarthy, PhD

The James and Carolyn Frenkil
Dean's Professor

Chair, Department of Pharmacology

Member, National Institutes of Health,
National Advisory Mental Health
Council | 2004–present

Researcher of the Year, University of
Maryland, Baltimore | 2016

*"Without an initiative like WIMS,
we won't get anywhere close to
parity with women in faculty and
leadership positions. We have to be
more proactive in identifying quality
candidates, recruit them, and retain
them. WIMS can achieve this kind of
focused effort — otherwise, we will
remain with the status quo."*



OUR GOAL: NOTHING SHORT OF TRANSFORMATIONAL.

Advancing Opportunities for Success

- Advocating for the recruitment, retainment, and promotion of women faculty.
- Increasing professional development of all women faculty through support, mentorship, sponsorship, and networking.
- Enhancing leadership training and opportunities to women faculty.
- Coaching women faculty on the processes of career development and advancement.
- Enriching the careers of women faculty with resources in topics relevant to women in medicine and science.

THROUGH SEMINARS, WORKSHOPS, LECTURES, AND LEADERSHIP CONFERENCES, UMSOM-WIMS WILL HELP PREPARE WOMEN FACULTY TO BREAK NEW GROUND AND LEAD ACADEMIC MEDICINE INTO THE FUTURE.



Kimberly M. Lumpkins, MD
Assistant Professor, Department of Surgery
Associate Program Director, General Surgery Residency
President of UMSOM-WIMS | 2019
Baltimore Magazine's Top Doctors | 2016
British Association of Paediatric Surgeons Gold Medal Winner | 2015

"People sometimes assume that you can just become a leader, but leadership requires training and education, just like learning to become a surgeon. I'm hopeful that WIMS will provide the framework for presenting leadership opportunities to women faculty here at UMSOM."

A CASE FOR SUPPORT OF Women in Medicine and Science

innovatio

Ololade Sanusi
MD Class of 2020

Be a Catalyst for Change. Now.



"Change needs to happen. The University of Maryland School of Medicine will be the transformative role model for Women in Medicine and Science. The ratio of our medical students is currently 60 percent female. This ratio needs to be sustained — that is what makes this campaign so urgent. The medical community needs more women deans, chairs, scientists, and professors. Please support us in our mission."

- Dean E. Albert Reece, MD, PhD, MBA



CHANGE Starts with YOU.

YOU CAN BE A CATALYST FOR
REAL CHANGE.

YOUR SUPPORT OF UMSOM-WIMS
EMPOWERS THE PROFESSIONAL
GROWTH OF THE UNIVERSITY
OF MARYLAND SCHOOL OF
MEDICINE'S OUTSTANDING
FACULTY, RESEARCHERS, AND
MEDICAL PROFESSIONALS.

Philanthropic gifts are used exclusively for UMSOM-WIMS events and missions that bring together women across the UMSOM community to support their professional and academic success.

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Karen L. Kotloff, MD

Professor, Department
of Pediatrics

Head, Division of Infectious
Disease and Tropical Pediatrics

Associate Director, Clinical Studies,
Center for Vaccine Development
and Global Health

Researcher of the Year, University of
Maryland, Baltimore | 2018

Baltimore Magazine's Top Doctors |
2013, 2014

Chevalier de l'Ordre National du Mali | 2005
(*Knight of the National Order of Mali*)

*"At least half of the individuals who
are now entering medicine are women.
We want to make sure that their abilities
are nurtured and they are equipped with
all of the resources that will allow them to
be successful in conducting research and
performing clinical care."*

REAL CHANGE Started with HER.

THERESA ORA SNAITH, MD

First Female MD Degree Graduate



CLASS OF 1923

Donors who pledge a leadership gift of \$25,000 or more will be recognized as members of the **Dr. Theresa Ora Snaith Society for Women in Medicine and Science**. Dr. Snaith was the first woman to graduate from the University of Maryland School of Medicine in 1923. Alumni, faculty, and friends who make contributions to the UMSOM of \$10,000 and above are recognized as members of the John Beale Davidge Alliance, a permanent recognition society of The Medical Alumni Association of the University of Maryland, Inc.

SHE PAVED THE WAY FOR WOMEN
IN MEDICINE AND SCIENCE TODAY.



UNIVERSITY of MARYLAND SCHOOL OF MEDICINE **GIVE NOW:** medschool.umaryland.edu/WIMSgift



Richa Kalsi, MD
MD Class of 2017
Junior Resident, PGY2 | 2023
Department of Surgery
Department of Anatomy
& Neurobiology's Anderson
Award for Excellence in Applied
Anatomy | 2017

"Women remain underrepresented as chairs of departments, and a gender pay gap — infuriatingly — persists. To break these persistent barriers and glass ceilings, mentorship, particularly from those who have succeeded in breaking these barriers in the past, is critical. We need to stay vigilant about the deficits that still exist and work together in order to arrive at gender equity in the highest echelons of our rigorous fields."

EACH DAY Women in Medicine and Science Make the Extraordinary Possible.

IT'S TIME.

MAKE YOUR COMMITMENT KNOWN
THROUGH A TRANSFORMATIVE
GIFT TO UMSOM-WIMS TODAY.

GIVE NOW:
[MEDSCHOOL.UMARYLAND.EDU/WIMSGIFT](https://medschool.umaryland.edu/wimsgift)

LEARN MORE:
[MEDSCHOOL.UMARYLAND.EDU/WIMS](https://medschool.umaryland.edu/wims)

UMSOM-WIMS operates as an independent organization with an elected executive committee.



Carissa M. Baker-Smith, MD, MS, MPH
Assistant Professor, Department
of Pediatrics
Pediatric Cardiologist
Consultant and Co-author of the American
Academy of Pediatrics *Clinical Practice
Guideline for Screening and Management of
High Blood Pressure in Children and Adolescents*

*"Women are equal contributors to
the successes and strengths of this
institution. It's important to recognize
that everyone has a unique strength to
offer. So there has to be a greater focus in
bringing out the best in all faculty to take
this institution to the next level."*



UNIVERSITY *of* MARYLAND
SCHOOL OF MEDICINE

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